Health and Safety Commitments

Schools where Norfolk County Council is the employer (Community, Voluntary Controlled or maintained schools) are encompassed under the NCC Health and Safety Policy (P611a), and NCC Health and safety organisation and responsibilities policy (P611).

This model commitments document (P611s Part 1 of 2) seeks to demonstrate how the employer implements its stated legal obligations through the NCC Health and Safety Policy (P611a) and the associated arrangements contained within P611s Part 2 of 2, from the higher organisational level to local delegated decision-making and the arrangements implemented at school level.

Where the governing body is the employer (Voluntary Aided, Independent or Foundation schools) they should also consider the adoption of this document, used in conjunction with their overarching Health and Safety Policy documents.

Academy trusts using NCC's health and safety management system should use the wording below:

The Swanton Morley VC Primary Board of Governors has adopted the health and safety management system provided by Norfolk County Council and therefore expects all schools within the trust to follow the Swanton Morley School policy, our commitments, codes and guidance provided.

Swanton Morley VC Primary School

"Love your neighbour as yourself."

Part 1: Governing Body/Trust Board - Our Commitments

Effective health, safety and well-being management is an integral feature of our school's overall education performance. Our main objective is to provide and maintain a safe and healthy environment for our staff and pupils and others with whom we work, in a balanced and sensible way, that supports our wider learning objectives.

We will achieve this by:

- Developing and maintaining a positive health and safety culture with an emphasis on continually improving our performance, considering human and cultural factors

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Model School Health and Safety Commitments P611s Part 1 of 2

- Ensuring that health and safety management is an integral part of decision making and organisational processes
- Adopting a sensible and proportionate approach to managing risks, with well-informed decision-making processes for higher risk activities and ensuring a disproportionate amount of time is not spent on trivial or everyday risks
- Encouraging and supporting the personal well-being of staff and pupils through our practices and approach to school life
- Providing a safe and healthy working environment for our staff, pupils and others, that also supports personal well-being.
- Ensuring that effective arrangements are in place to support pupils and others with medical conditions, including allergy safety arrangements, staff training, emergency preparedness and continual improvement through incident learning.
- Ensuring safe working methods are in place and providing safe equipment.
- Communicating and consulting with our staff and their trade union representatives
- Complying with statutory requirements and where possible best practice
- Investigating and learning the lessons from accidents and work-related ill health incidents
- Providing effective information, instruction and training to enable our staff to be competent in their roles
- Ensuring adequate resources are available to fulfil our health, safety and well-being responsibilities and objectives

We recognise that overall responsibility for health and safety lies with all levels of management having direct responsibility for activities and staff under their control. For these commitments to be effective, employees throughout the school must play their part in creating and sustaining a positive health and safety culture and must take responsibility for their own well-being with the encouragement and support of their managers.

Name of Chair of Governors/Trust Board: Ruth Robinson

Date: 22/9/26

Name of Headteacher: Matt Richards

Date: 22/9/26

Review date: 22/9/27

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